



## Teaching at Loreto College

Our students and their parents choose Loreto College because they know it offers a safe and stimulating environment to study in. In light of this, and the professionalism of our staff, behaviour in the school is very good: upon taking up a position at Loreto, teachers are often struck by how much more they are able to focus on enhancing their pupils' skills than on managing their behaviour. This post will therefore appeal to those who would like the opportunity to deepen their own subject knowledge and develop their own understanding of how to deliver the most effective learning.

The school's approach to performance management is underpinned by the wish to help all members of staff improve their professional practice. CPD is given a high priority, and we often share good practice with local schools. We therefore expect our teachers to be ambitious, to grow their own roles within the school, and to take advantage of the opportunities they are consequently given.

All staff are expected to play a role in the pastoral care of our pupils. For most, this will mean taking on the role of tutor. There are five tutors in each team, all led by excellent Heads of Year. Applicants for this post will need to demonstrate a genuine understanding of the important role they will play in helping our students to be caring, confident and proactive young people.

Because Loreto students are travelling to us from across a very wide catchment area, most of our extracurricular activities take place during the lunch hour rather than after school. Staff support our extracurricular programme because they enjoy sharing their own interests with young people, and like working with our pupils in a less formal environment. The successful applicant for this post will therefore show a real enthusiasm for this aspect of school life.

At Loreto we have a clear sense of what we want to achieve, and all of our teachers are expected to contribute to our whole school development. Therefore teachers will often be invited to join a particular working group. Here the focus is more on action than discussion: we prefer to keep meetings to a minimum so that staff have time to do what must be done in order to maintain the school's outstanding status in an ever-changing world.

All applicants should be aware that this is a Catholic school under the trusteeship of the Institute of the Blessed Virgin Mary. There are Loreto schools throughout the world, all of which share a common sense of purpose and a common identity, and applicants should like the idea of being part of something bigger. At the moment about half of our staff are practising Catholics: the students would probably not be able to tell you which these are, as we make sure that all of our teachers feel equally comfortable about supporting the religious life of the school, and are able to do so with confidence and sincerity.